

INDIANAPOLIS IN//DFAS-IN-FJA
CDR HUMAN RESOURCES COMMAND ALEX VA//AHRC-PL
AHRC-PDE-EI
AHRC-EPZ-A
AHRC-EPZ-A-EPS
AHRC-ZA
AHRC-EPT-A
AHRC-EPT-S
CDR USAREC FORT KNOX KY//RCCS
RCRO
RCPAE
RCRO-O-A

SUBJECT: ENLISTMENT INCENTIVE PROGRAM CHANGES EFFECTIVE 7 APRIL 2004.
DAPE-MPA 04-06-04

1. THIS MSG SUPERSEDES HQDA MESSAGES SUBJECT: ENLISTMENT INCENTIVE PROGRAM CHANGES EFFECTIVE 5 JANUARY 2004, ENLISTMENT INCENTIVE PROGRAM CHANGE EFFECTIVE IMMEDIATELY (2-19-04), AND ENLISTMENT INCENTIVE PROGRAM CHANGES EFFECTIVE 31 MARCH 2004.

2. SEASONAL ENLISTMENT BONUS (SB): AVAILABLE TO NPS APPLICANTS WITH A TIER I EDUCATION CREDENTIAL, TSC I-IIIA, FOR A TERM OF SERVICE (TOS) OF THREE OR MORE YEARS SELECTING AN MOS WITH A PRIORITY TRAINING SEAT. AN SB OF \$7,000, \$4,000 OR \$2,000 MAY BE AVAILABLE FOR PRIORITY TRAINING SEATS. THE REQUEST SYSTEM WILL DETERMINE THE TRAINING SEAT PRIORITY AND BONUS AMOUNT. THE SB IS FOR NEW CONTRACTS ONLY. APPLICANTS RECEIVING THE SB AND LATER CHOOSING TO RENEGOTIATE THEIR ENLISTMENT CONTRACT MAY LOSE THEIR SB IF A PRIORITY TRAINING SEAT IS NOT AVAILABLE. THIS BONUS MAY BE COMBINED WITH ALL OTHER INCENTIVES.

3. HIGRAD BONUS: AUTHORIZED FOR ALL MOS'S LEVELS 1 THROUGH 8 IDENTIFIED IN PARA 14 BELOW FOR NON-PRIOR SERVICE AND DOS APPLICANTS WITH 30 OR MORE SEMESTER HOURS AND TSC I-IIIA. A \$3000 BONUS IS AUTHORIZED FOR HIGRADS WITH 30-59 SEMESTER HOURS OF COLLEGE. A \$6000 BONUS IS AUTHORIZED FOR HIGRADS WITH 60 OR MORE SEMESTER HOURS OF COLLEGE. THIS BONUS MAY BE COMBINED WITH ALL OTHER INCENTIVES.

4. AIRBORNE ENLISTMENT BONUS (\$3000): AUTHORIZED TO NPS APPLICANTS WITH A TIER I EDUCATION CREDENTIAL, TSC I-IIIA, WITH AN MOS THAT IS COMBINED WITH THE AIRBORNE TRAINING OPTION AND A REQUEST SYSTEM DETERMINED GUARANTEED AIRBORNE ASSIGNMENT. THIS BONUS MAY BE COMBINED WITH ALL OTHER INCENTIVES. THE AIRBORNE BONUS IS AVAILABLE FOR THE FOLLOWING MOS'S: 11X WITH OPTION 40 AND A REQUEST SYSTEM DETERMINED GUARANTEED RANGER REGIMENT ASSIGNMENT, 13B, 13D, 13R, 15P, 21E, 21J, 25M, 31C, 31S, 37F, 42A, 42L, 52D, 63B, 74B, 74C, 88M, 92A, 92G, 92Y, 96B, 96U, AND 97E. THIS BONUS IS ALSO AVAILABLE TO SOLDIERS IN THE FOLLOWING MOS'S THAT RENEGOTIATE THEIR CONTRACTS WHILE IN BT, AIT OR OSUT TO ADD AIRBORNE TRAINING AND AN AIRBORNE ASSIGNMENT: 11X WITH OPTION 40 AND A REQUEST SYSTEM DETERMINED GUARANTEED RANGER REGIMENT ASSIGNMENT, 15P, 31S, 42A, 42L, 52D, 74B, 88M, 92G, 92Y, 96U, AND 97E. SOLDIERS ARE ELIGIBLE TO RECEIVE THE BONUS AFTER 1) GRADUATING FROM AIRBORNE TRAINING (FOR 11X, ALSO THE COMPLETION OF THE RANGER INDOCTRINATION PROGRAM) AND 2) REPORTING TO THEIR REQUEST SYSTEM DETERMINED GUARANTEED ASSIGNMENT AS DESCRIBED ABOVE.

5. NATIONAL CALL TO SERVICE PROGRAM: \$5,000 ENLISTMENT BONUS, EDUCATION ALLOWANCE FOR UP TO 12 MONTHS PAYABLE AT THE MONTHLY RATE FOR BASIC EDUCATIONAL ASSISTANCE ALLOWANCES UNDER SECTION 3015(A)(1) 38USC, EDUCATION ALLOWANCE FOR UP TO 36 MONTHS PAYABLE AT THE ONE-HALF OF THE MONTHLY RATE FOR BASIC EDUCATIONAL ASSISTANCE ALLOWANCES UNDER SECTION 3015(B)(1) 38 USC, OR REPAYMENT OF QUALIFYING STUDENT LOANS (PRINCIPAL AND INTEREST) UP TO \$18,000 IS AUTHORIZED TO NATIONAL CALL TO SERVICE PROGRAM (NCSP) APPLICANTS. THE BONUS MAY NOT BE COMBINED WITH ANY OTHER INCENTIVE AND WILL BE PAID UPON COMPLETION OF THE 15 MONTH ACTIVE DUTY OBLIGATION. THE NCSP BONUS IS AVAILABLE FOR THE FOLLOWING MOS'S: 11X, 13B, 13D, 13F, 13M, 13P, 13S, 13W, 15Q, 15R, 15T, 15U, 19D, 19K, 21B, 21C, 21E, 21F, 21J, 21K, 21L, 21M, 21R, 21S, 21T, 21U, 21V, 21W, 31B, 31L, 42A, 42L, 45B, 52C, 52D, 55B, 56M, 63B, 63S, 63W, 73C, 74D, 88H, 88M, 88N, 91E, 91G, 91Q, 91R, 91S, 91T, 91W, 92A, 92F, 92G, 92M, 92S, 92W, 92Y, AND 96R.

6. COLLEGE FIRST: APPLICANTS ARE ELIGIBLE FOR MOS-RELATED BONUSES AND MOS-RELATED LOAN REPAYMENT PROGRAM (LRP) IN EFFECT AT THE TIME OF MOS SELECTION. SEE PARAGRAPH 8 FOR LRP REQUIREMENTS. APPLICANTS ARE NOT ELIGIBLE FOR THE ARMY COLLEGE FUND.

7. ENLISTMENT BONUS: AVAILABLE TO NPS APPLICANTS WITH A TIER I EDUCATION CREDENTIAL, TSC I-IIIA SELECTING AN MOS INCENTIVIZED AT LEVELS 1-7 BASED ON TOS. APPLICANTS NOT COMPLETING THEIR INITIAL TERM OF SERVICE IN THE INCENTIVIZED MOS WILL BE SUBJECT TO THE RECOUPMENT POLICIES IN AR 601-210, INCLUDING ENLISTMENT, SEASONAL, HIGRAD, AIRBORNE, OR ANY AND ALL OTHER ENLISTMENT BONUSES. THE TOTAL BONUS AMOUNT MAY NOT EXCEED \$6,000 FOR A 2 OR 3-YR TOS, AND \$20,000 FOR 4 OR MORE YEARS. INITIAL PAYMENT OF TOTAL BONUS WILL NOT EXCEED \$7,000 WITH THE REMAINING BONUS AMOUNT TO BE PAID IN ANNUAL INCREMENTS.

8. LOAN REPAYMENT PROGRAM (LRP): AVAILABLE TO ALL MOS'S LEVELS 1 THROUGH 8 IAW PARA 14 AND THE FOLLOWING MOS: 91W. TO QUALIFY FOR THE LRP APPLICANTS MUST BE NPS WITH A TIER I EDUCATION CREDENTIAL WITH TSC I-IIIA AND A MINIMUM 3-YR TOS. THE LRP IS NOT AVAILABLE FOR DAYS OF SERVICE (DOS) APPLICANTS. LRP APPLICANTS MUST DECLINE MGIB ENROLLMENT ON DD FORM 2366. THE MAXIMUM REIMBURSABLE LOAN AMOUNT IS \$65,000. USAREC REGULATION 621-1 LISTS LOANS THAT QUALIFY FOR LRP. TOS IS DICTATED BY THE PARENT MOS. APPLICANTS MAY COMBINE THE LRP WITH AN EB, SEASONAL, AIRBORNE AND/OR HIGRAD BONUS. GUIDANCE COUNSELORS WILL COMPLETELY BRIEF APPLICANTS SELECTING THE LRP AS AN ENLISTMENT OPTION IAW AR 601-210 TABLE 9-4.

9. ARMY COLLEGE FUND: AUTHORIZED FOR ALL MOS'S IDENTIFIED IN PARA 14 BELOW. THOSE MOS'S LISTED IN PARA 14 BELOW IDENTIFIED AS HAVING THE 2+2+4 PROGRAM WITH A "P," BUT NO INCENTIVE LEVEL, ARE ONLY ELIGIBLE FOR THE ACF UNDER THE 2+2+4 PROGRAM. APPLICANTS MUST MAINTAIN MGIB ELIGIBILITY TO RECEIVE ARMY COLLEGE FUND. ARMY COLLEGE FUND IN COMBINATION WITH THE MGIB BASIC RATE EQUALS THE FOLLOWING MAXIMUM TOTALS: \$30,000 FOR 2-YR TOS, \$37,000 FOR 3 YR TOS, \$42,000 FOR 4 YR TOS, \$47,000 FOR 5 YR TOS AND \$50,000 FOR 6 YR TOS FOR SELECTED CRITICAL MOS'S. THE ARMY COLLEGE FUND PORTION OF THESE AMOUNTS IS A FROZEN VALUE BASED ON THE MONTH OF ENTRY TO ACTIVE DUTY; THE MGIB PORTION OF THESE AMOUNTS INCREASES AS AUTHORIZED BY CONGRESS. THE APPLICANT MUST BE NPS WITH A TIER I EDUCATION CREDENTIAL AND TSC I-IIIA. THE ACF IS ALSO AVAILABLE FOR NPS, TIER 1, TSC IIIB FOR MOS 11X. THE REQUEST SYSTEM CODES ARE 583, 584, AND 585. THE ACF IS NOT AVAILABLE FOR DAYS OF SERVICE (DOS) APPLICANTS. THE MINIMUM TOS FOR THE MOS GOVERNS THE AVAILABILITY OF THE ACF. TSC IIIB'S MUST HAVE A MINIMUM 3-YR TOS. APPLICANTS MUST ENROLL IN AND REMAIN ELIGIBLE FOR THE MGIB TO RECEIVE THE ACF. GUIDANCE

COUNSELORS WILL ANNOTATE THE CORRECT AMOUNT ON DA FORM 3286-66 AND WILL ENSURE SOLDIERS UNDERSTAND 1) THE AMOUNT LISTED EQUALS ACF/MGIB BENEFITS COMBINED AND 2) THEY MUST MAINTAIN THE DA FORM 3286-66 AS SOLDIERS MUST PROVIDE A COPY OF THEIR DA FORM 3286-66 TO THE DEPARTMENT OF VETERANS AFFAIRS WHEN APPLYING FOR MGIB AND ACF BENEFITS. APPLICANTS MAY COMBINE THE ACF WITH ALL OTHER INCENTIVES, IF ELIGIBLE, EXCEPT LRP.

10. FOR MOS'S THAT MERGE TO A NEW MOS, THE INCENTIVES THAT APPLIED TO THE OLD MOS WILL APPLY TO THE NEW MOS.

11. APPLICANTS SELECTING MOS 98X OR 97E WHO ARE LANGUAGE PROFICIENT IAW AR 611-6, TO INCLUDE HERITAGE SPEAKERS, WHO ARE OTHERWISE ELIGIBLE FOR AN ENLISTMENT INCENTIVE, MAY ENLIST FOR A 4-YR TOS AND THE 4-YR INCENTIVE FOR THAT MOS AND INCENTIVE LEVEL.

12. APPLICANTS SELECTING MOS 18X WHO FAIL ANY PORTION OF THEIR MOS QUALIFICATION TRAINING WILL REVERT TO 11X IF QUALIFIED. THEY WILL RECEIVE THE 11X BONUS THAT WAS AVAILABLE AT THE TIME OF CONTRACTING. APPLICANTS NOT COMPLETING THEIR INITIAL TERM OF SERVICE IN THE INCENTIVIZED MOS WILL BE SUBJECT TO THE RECOUPMENT POLICIES IN AR 601-210, INCLUDING ENLISTMENT, SEASONAL, HIGRAD, AIRBORNE, OR ANY AND ALL OTHER ENLISTMENT BONUSES.

13. INCENTIVES FOR EACH MOS ARE IDENTIFIED USING THE FOLLOWING LEVELS:

LEVEL	2YR	3YR	4YR	5YR	6YR
1 EB	4000	6000	11000	15000	20000
EB+ACF	3000+30K	3000+37K	5000+42K	7000+47K	12000+50K
2 EB	4000	5000	9000	13000	16000
EB+ACF	3000+30K	3000+37K	4000+42K	5000+47K	6000+50K
3 EB	3000	4000	7000	10000	12000
EB+ACF	2000+30K	2000+37K	3000+42K	4000+47K	5000+50K
4 EB	2000	3000	5000	7000	8000
EB+ACF	1000+30K	1000+37K	2000+42K	3000+47K	4000+50K
5 EB	1000	2000	3000	5000	6000
EB+ACF	0	1000+37K	1000+42K	2000+47K	3000+50K
ACF	30K				
6 EB	0	1000	2000	4000	5000
EB+ACF	0	0	0	1000+47K	2000+50K
ACF	30K	37K	42K		
7 EB	0	0	1000	2000	3000
EB+ACF	0	0	0	0	1000+50K
ACF	30K	37K	42K	47K	
8 ACF	30K	37K	42K	47K	50K

14. APPLICANTS MAY CHOOSE EITHER EB ONLY, EB+ACF, OR ACF ONLY. APPLICANTS RECEIVING BOTH THE ACF AND EB WILL RECEIVE THE EB AT A REDUCED RATE, REFER TO PARA 13. SYMBOLS FOR REMARKS IN CHART BELOW: P=2+2+4 PROGRAM; X=ELIGIBLE FOR 2-YR EB OR ACF. THE "X" MOS'S ARE ELIGIBLE ONLY IF THE MOS IS INCENTIVIZED AT THE APPROPRIATE LEVEL: EB (LEVELS 1-5) OR ACF (LEVELS 1-8).

/-----ACF-----/-----EB OPTION-----/REMARKS/												
MOS	TOS	LEVEL	2YR	3YR	4YR	5YR	6YR	2-YR	3-YR	4-YR	5-YR	6-YR
02B	3	8		X	X	X	X					
02C	3	8		X	X	X	X					
02D	3	5		X	X	X	X		2000	3000	5000	6000
02E	3	8		X	X	X	X					
02F	3	8		X	X	X	X					

02G	3	8		X	X	X	X							
02H	3	5		X	X	X	X	2000	3000	5000	6000			
02J	3	5		X	X	X	X	2000	3000	5000	6000			
02K	3	5		X	X	X	X	2000	3000	5000	6000			
02L	3	8		X	X	X	X							
02M	3	8		X	X	X	X							
02N	3	4		X	X	X	X	3000	5000	7000	8000			
02S	3	8		X	X	X	X							
02T	3	8		X	X	X	X							
02U	3	8		X	X	X	X							
11X	3	4	X	X	X	X		2000	3000	5000	7000			X
13B	3	3	X	X	X	X		3000	4000	7000	10000			X
13D	3	4	X	X	X	X		2000	3000	5000	7000			X
13F	3	3	X	X	X	X		3000	4000	7000	10000			X
13M	3	3	X	X	X	X	X	3000	4000	7000	10000	12000		X
13P	3	5	X	X	X	X	X	1000	2000	3000	5000	6000		X
13R	3	5	X	X	X	X	X	1000	2000	3000	5000	6000		X
13S	3	7	X	X	X	X	X			1000	2000	3000		X
14E	4	4			X	X	X			5000	7000	8000		
14J	3	5	X	X	X	X			2000	3000	5000			X
14R	3	5	X	X	X	X	X	1000	2000	3000	5000	6000		X
14S	3	7	X	X	X	X				1000	2000			X
14T	3	3	X	X	X	X	X	3000	4000	7000	10000	12000		X
15D	6	8					X							
15G	6	8					X							
15U	6	8					X							
18X	5	4				X	X				7000	8000		
19D	3	7	X	X	X	X				1000	2000			X
19K	3	4	X	X	X	X		2000	3000	5000	7000			X
21B	3	7	X	X	X	X				1000	2000			X
21C	3	7	X	X	X	X	X			1000	2000	3000		X
21E	4													P
21L	3	8		X	X	X	X							
21U	4	8			X	X	X							
21V	4	8			X	X	X							
21W	4													P
27E	4	8			X	X	X							
27M	4	8			X	X	X							
27T	4	6			X	X	X			2000	4000	5000		
27X	5	7				X	X				2000	3000		
31F	4	7			X	X	X			1000	2000	3000		
31L	4	8	X		X	X	X							PX
31P	5	5				X	X				5000	6000		
31R	4	7			X	X	X			1000	2000	3000		
31S	6	6					X					5000		
31U	4	8			X	X	X							
33W	5	7				X	X				2000	3000		
35E	4	5			X	X	X			3000	5000	6000		
35F	4	8			X	X	X							
35H	5	8				X	X							
35M	5	7				X	X				2000	3000		
35N	4	8			X	X	X							
45D	3	7	X	X	X	X	X			1000	2000	3000		X
45G	4	6			X	X	X			2000	4000	5000		
45K	3	8		X	X	X	X							
52C	3													P
52D	3	4	X	X	X	X	X	2000	3000	5000	7000	8000		X

55B	3	7	X	X	X	X	X			1000	2000	3000	PX
55D	4	4			X	X	X			5000	7000	8000	
56M	4												P
62B	3	8	X	X	X	X	X						PX
63A	3	7		X	X	X				1000	2000		
63B	3	5	X	X	X	X		1000	2000	3000	5000		PX
63D	3	5	X	X	X	X	X	1000	2000	3000	5000	6000	PX
63H	3	5		X	X	X	X		2000	3000	5000	6000	
63J	3	5	X	X	X	X	X	1000	2000	3000	5000	6000	PX
63M	3	5		X	X	X	X		2000	3000	5000		
63S	3	8	X	X	X	X	X						X
63W	3	8	X	X	X	X	X						X
63Y	3	5		X	X	X	X		2000	3000	5000	6000	
74D	3	6	X	X	X	X			1000	2000	4000		PX
88H	3	8	X	X	X	X	X						PX
88L	4	8			X	X	X						
88M	4	4			X	X				5000	7000		
91K	5	6				X	X				4000	5000	
91Q	5												P
91R	4												P
91S	4												P
91W	4												P
92A	4	7			X	X	X			1000	2000	3000	
92F	3	2	X	X	X	X		4000	5000	9000	13000		PX
92G	3	3	X	X	X	X		3000	4000	7000	10000		X
92R	3	5	X	X	X	X	X	1000	2000	3000	5000	6000	X
92S	3	8	X	X	X	X	X						PX
92W	3												P
92Y	3	7	X	X	X	X				1000	2000		X
96D	4	8			X	X	X						
97E	5	8				X	X						
98C	4	7			X	X	X			1000	2000	3000	
98X	5	1				X	X				15000	20000	

15. REQUEST ADDRESSEES MAKE NECESSARY ADJUSTMENTS TO AUTOMATION AND/OR SEND INFORMATION TO THE FIELD TO ENSURE CURRENCY. ADDRESSEES WILL INCLUDE THIS HQS, ATTN: DAPE-MPA-CB, AS INFO ADDRESSEE ON IMPLEMENTING INSTRUCTIONS TO THE FIELD.

16. THE NEXT ENLISTED INCENTIVE REVIEW BOARD WILL BE MAY 04.

17. HQDA POC IS MS. PETERSON, COMMERCIAL (703) 695-7472 DSN 225-7472.